



Establishment Projects

**Division of Disability and
Rehabilitative Services**
Vocational Rehabilitation Services

VR Employment Service Revisions



- Implemented July, 2015
- Goals:
 - consumer-centric, individualized, flexible
 - Increased access to Discovery and Supports
 - System responsive to all
 - Team approach
 - Increased focus on quality of services and outcomes
- Continuous improvement, ongoing feedback

Continuous Improvement



Next steps:

- Additional Revisions based on feedback
- Workgroup continues
- Employment Services Evaluation
- Establishment Projects

Establishment Project Objectives



Initiate establishment projects with non-profit CRPs to:

1. Build **staff capacity** to provide quality employment services, including supported employment services for individuals with the most significant disabilities; and
2. To enable CRPs to build/enhance appropriate internal **training**.

Establishment Projects



- Vocational Rehabilitation funds may be used under appropriate circumstances to establish, develop or improve non-profit CRPs that provide VR services that promote integration and competitive employment to VR applicants or eligible individuals.
- The VR Services provided through establishment projects must be delivered only to applicants for, or individuals who have been determined eligible to receive VR services.

Community Rehabilitation Program (CRP) defined:



A program that provides directly or facilitates the provision of one or more vocational rehabilitation services to individuals with disabilities to enable those individuals to maximize their opportunities for employment, including career advancement.

(34 CFR 361.5(b)(9); 460 IAC 14-13-1(18))

Community Rehabilitation Program (CRP) defined: (cont....)



CRPs are defined as programs, not as agencies.

Only non-profit CRPs may participate in establishment projects.

Establishment projects will focus on employment services - for approved VR employment service providers with a provider agreement.

Why are establishment projects needed?



1. To **improve the quality of services and outcomes** for VR consumers.
2. CRPs require **increased staffing** to fully meet expectations under the new employment service model, and **provide quality services in a timely manner.**
3. Further training, including **foundational skills training**, is an identified strategy for improving quality of services.

Opportunity for funding that will support:



1. Staffing to increase the capacity of CRP for the purpose of providing VR employment services to applicants or eligible individuals, for a maximum period of 4 years, with Federal financial participation available at the applicable matching rate; and
2. Training necessary to increase CRPs effectiveness in providing VR employment services to applicants or eligible individuals.

Staffing Cost Participation



Percent of Total Staff Costs Available for Federal & Match Funds*		Additional CRP Share (not available to match)
Year 1	100% (78.7% VR/ 21.3% CRP share)	0%
Year 2	75% (78.7% VR/ 21.3% CRP share)	25%
Year 3	60% (78.7% VR/ 21.3% CRP share)	40%
Year 4	45% (78.7% VR/ 21.3% CRP share)	55%

**The Federal share of funds is 78.7%.
The match funds share, provided by the CRP, is 21.3%.*

Staffing Cost Participation



SAMPLE Staffing Cost Participation – Staffing costs = \$100,000

Percent of Total Staff Costs Available for Federal and Match Funds*		Additional CRP Share (NOT available to match)	Total CRP staffing cost
Year 1	\$100,000 <i>(\$78,700 VR/ \$21,300 CRP share)</i>	\$0	\$21,300
Year 2	\$75,000 <i>(\$59,025 VR/ \$15,975 CRP share)</i>	\$25,000	\$40,975
Year 3	\$60,000 <i>(\$47,220 VR/ \$12,780 CRP share)</i>	\$40,000	\$52,780
Year 4	\$45,000 <i>(\$35,415 VR/ \$9,585 CRP share)</i>	\$55,000	\$64,585
Year 5+	\$0	\$100,000	\$100,000

Draft Measurable Objectives:



A. CRP will develop and submit a staff training plan that includes:

- Training on foundational skills including, at minimum, provision of supported employment services and purposeful discovery activities;
- Training on developing high quality employment support and retention plans, Discovery profiles, and job readiness training plans.

Draft Measurable Objectives:



- Training on job placement strategies for individuals, including those with the most significant disabilities, customized employment, appropriate employer engagement and etiquette while providing on-site supports, accommodations, and related training.
- Ongoing mentoring and technical assistance following provision of training;

Draft Measurable Objectives:



- B. Services are initiated in 10 business days or less of receipt of initial referral from VR.
- C. Increased provision of supported employment services and/or on-the-job supports short-term.

Draft Measurable Objectives:



- D. Overall increase in employment outcomes, both the quality and quantity of outcomes, for individuals receiving employment services, including those with the most significant disabilities.

Application criteria:



- Entity meets definition of **non-profit CRP**;
- CRP has an **approved VR provider agreement as of July, 2016**;
- CRP can meet **non-federal match requirement**, with funding deposited in state VR account;

How to apply:



- CRP has **demonstrated need to build staff capacity and develop or enhance training** to effectively carry out employment services, including SE;
- CRP has outlined **effective strategies** to meet objectives; and
- CRP has outlined a **sustainability plan** to ensure adequate ongoing staff capacity and training once establishment funding has ended.

Additional information:



- CRP share of costs (21.3% non-federal share) must be deposited into a designated state VR account.
- Contracts will be closely monitored to ensure compliance with federal law; audits will occur to review source of match and expenses to ensure that only allowable activities are reimbursed.



Additional information:

- If objectives are not met during year 1-2, funding could be impacted for years 3-4.
- RFF released later this month.
- Responses due in October.
- Awards targeted to be made in Nov/Dec.
- No limit on the number of CRP's who are awarded.
- Awards are anticipated to range from \$50,000 - \$200,000 annually, though could be higher or lower depending on level of need.



Questions?
